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FIRE FIGHTERS
CHULA VISTA, CA 91910

LOCAL 2180, A.F.F.

dist @ mtg 3/12/2014

DATE: 03-12-2014

PROPOSALS:

IAFF Local 2180 submits the instant proposal for article 3.01 WORK PERIOD.

CURRENT LANGUAGE:

3.01 WORK PERIOD

I. Fire Suppression – Members of represented classifications assigned to this division shall work on a 56-hour week, three platoon basis. The duty schedule shall include eight (8) 24-hour shifts (totaling 192 hours) in a twenty-four (24) day duty cycle. Each 24-hour shift will begin and end at 7:30a.m.

The city has enacted the 7K exemption for Fire Suppression personnel as permitted under the Fair Labor Standards Act. This includes a 24-day work period which coincides with the 24-day duty cycle described in the previous paragraph.

II. Training Division – members of represented classifications assigned to this division shall work 40 hours per week.

The work period (week) for non-Suppression personnel is a fixed and regular recurring period of 18 consecutive hours (7 consecutive 24-hour periods). The work week for non-Suppression personnel begins at 12:01 a.m. on Friday morning and ends at 12:01 a.m. the following Friday morning.

CONCERN:

Fire Investigators are working investigations at night, then being required to complete their normal duty hours during the following day. This presents a serious and significant safety risk to the employee, fellow co-workers, and the general public. This is significant concern for both IAFF Local 2180 and the City. The City's counterproposal poses the following concerns:

1. The City has the right to change it at any time.

2. For the rest period to be applicable the employee would have to work four (4) hours after midnight and it would have to occur on a day that is in between shifts, e.g. employee would have to be called back on a day that occurs between normal days at work and work past 0400 hours.

3. The City's proposal contradicts the "Intent" of the proposal.

PROPOSAL:

3.01 WORK PERIOD

I. Fire Suppression – Members of represented classifications assigned to this division shall work on a 56-hour week, three platoon basis. The duty schedule shall include eight (8) 24-hour shifts (totaling 192 hours) in a twenty-four (24) day duty cycle. Each 24-hour shift will begin and end at 7:30a.m.

The city has enacted the 7K exemption for Fire Suppression personnel as permitted under the Fair Labor Standards Act. This includes a 24-day work period which coincides with the 24-day duty cycle described in the previous paragraph.

II. Training Division, Prevention Division, and other 40-hour workweek assignments – members of represented classifications assigned to this division shall work 40 hours per week.

The work period (week) for non-Suppression personnel is a fixed and regular recurring period of 18 consecutive hours (7 consecutive 24-hour periods). The workweek for non-Suppression personnel begins at 12:01 a.m. on Friday morning and ends at 12:01 a.m. the following Friday morning. Represented employees shall have the flexibility to choose the weekly work schedule, i.e. 4/10, 9/80, 5/8, etc.

It is the purpose and intent to provide guidelines to Fire Investigators and their supervisors to ensure that Fire Investigators receive an adequate rest period between / before work shifts in order to perform their work duties in a safe and efficient manner. This section is a "work in progress" and this section may be modified at any time by the City upon written notice from the City to IAFF as part of a meet and confer process. It is the intent of the City and IAFF to allow for seven (7) total hours for rest and recovery during any given 24-hour period.

If a Fire Investigator has worked their normal shift (10 hours) in any given 24-hour period and is called back to work before the start of their next normal shift and works no less than four (4) consecutive hours after midnight; or if a Fire Investigator is called into work outside of their normal

work shift, and as part of that working period, the Fire Investigator does not have at least seven (7) consecutive hours of rest (midnight to 0700) prior to the beginning of their normal work shift, then the Fire Investigator has the option to take seven (7) consecutive hours off for rest. The City will pay, hour-for-hour up to a maximum of four (4) hours, for rest period hours that extend into the employee's normal work shift. The employee may take leave for the remaining rest period hours that also extend into the employee's normal work shift hours. This proposal does not allow a Fire Investigator to voluntarily leave an active fire investigation scene for rest, without supervisor approval.

RESULTS:

IAFF Local 2180 moves towards the City's proposal while protecting IAFF Local 2180's members.

Fire Investigators are provided needed rest times after fire investigations. This is an improvement in safety for the investigator, department members, and the public.